

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STATISTICS & RESEARCH

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HOLIDAY PROVISION

FOR

TREE TRIMMER (LINE CLEARANCE)

IN

IMPERIAL AND SAN DIEGO COUNTIES

AGREEMENT
BETWEEN

Western Line Constructors Chapter, Inc, N.E.C.A.

AND

Local Union 465
Of the
International Brotherhood of Electrical Workers, AFL-CIO

Term: September 1, 2000 through January 31, 2003

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- (b) A supervisory employee who was not at the time of demotion a member of the collective bargaining unit shall have the right to demote or displace into the bargaining unit as per the provisions of this Article.
- 10.02 Where the Company deems appropriate, it shall give as much notice as possible of any layoff.
- 10.03 The Company shall have the right within its sole discretion to reassign any working foreman to climber classification.

ARTICLE XI

HOLIDAYS AND VACATION

- 11.01 All employees with twelve (12) months' seniority working on the last scheduled working day before a celebrated holiday and the first regularly scheduled working day after such holiday shall receive eight (8) hours pay at the straight time rate. When any one of the listed holidays falls on Saturday, it shall be celebrated on the preceding Friday, and when the holiday falls on Sunday, it shall be celebrated on the following Monday. Holidays under the Agreement shall be: New Year's Day, Washington's Birthday (3rd Monday in February), Memorial Day, Independence Day (4th of July), Labor Day, Thanksgiving Day, Day after Thanksgiving and Christmas Day or days celebrated as such, and three (3) Floating Holiday.
- 11.02 All employees who have completed one (1) year of continuous service for the Employer shall be entitled to five- (5) days vacation (40 hours). All employees who have completed five- (5) years-continuous service work for the Employer shall be entitled to the (10) day's vacation (80 hours). Service with the Employer for vacation purposes shall be considered to have started on the anniversary date of employment. To qualify for a full vacation allotment the employee shall have actually worked a minimum of eighteen hundred (1800) hours in the employee's anniversary year. An employee who actually worked at least nine hundred (900) hours in the employee's anniversary year but did not actually work eighteen hundred (1800) hours during that period shall be entitled to pro rata share of vacation.
- 11.03 Vacation arrangements must be scheduled with the employees' immediate supervisor. Vacation shall not be cumulative from year to year but must be taken in the year in which it is due. In case of conflict over scheduling of employees' vacation period's seniority shall be the determining factor.